

Te Manutaki Hou

New Senior System Leader Development

Supporting leaders transitioning to senior system leader roles

The chief executives of the New Zealand Public Service have recognised the need for all leaders to be developed at critical transitions within their career. In response, the Leadership Development Centre (LDC) is providing New Senior System Leader Development to all leaders who are within the first 12 months of transition to a new role and Te Pae Turuki | Public Service Leaders Group (PSLG).

This development includes two components:

- two structured conversations to support individual development
- the opportunity to join a small cohort in a series of facilitated Action Learning Group sessions.

Tailored development

LDC recognises that senior system leaders require different skills to other leaders. Their roles are complex, operate on a system-level and collectively lead the New Zealand Public Service.

As part of the development, we're offering 2 x 45-minute transition conversations with a LDC coach. Throughout the process, participants will reflect on development priorities to feedback into their development plan.

Following this, leaders can participate in an Action Learning Group series designed to promote new ways of thinking and strong networks with peers.

Designed to meet the Public Service Act 2020, and alongside the development of the Leadership Strategy, both components of the development focus heavily on current system priorities:

- Mindset transition
- Māori Crown Relationship
- Inclusive Leadership
- System Collaboration
- Digital Leadership

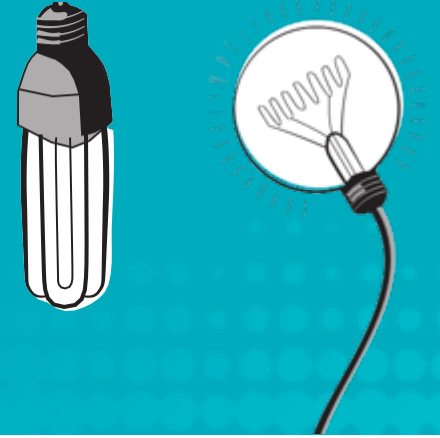
Te Pae Turuki | Public Service Leaders Group

The PSLG comprises senior public servants in the most complex and influential leadership roles from Public Service departments, Police, NZ Defence Force and some large Crown Agents.

Members of PSLG are nominated by chief executives according to role-based criteria set by Te Kawa Mataaho | the Public Service Commission.

New Senior System Leader Development process





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Benefits of development

- Senior system leaders deepen their understanding of the critical shifts required in this key transition.
- They have a strong understanding on what it means to be a part of the Te Pae Turiki.
- Senior system leaders form a development plan focused on their agency and system development needs.
- The opportunity to build networks with peers in the public service who share a common purpose.

Delivery

The New Senior System Leader Development is centrally led and delivered by the LDC.

Time commitment

The individual one on one structured conversations are estimated to take two hours over a two-month period. The Action Learning Group series involves six hours of self-directed learning alongside 6 x half day sessions over a six-month period.

Cost

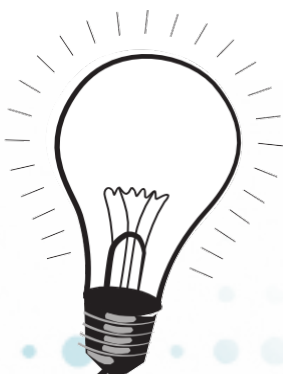
There is no cost to agencies in 2021-22.

Contact

If you have any questions or need further information, contact us:

Phone: 04 473 222

Email: info@ldc.govt.nz



**Strengthening public sector
leadership for New Zealand**